U.S. Department of Homeland Security
U.S. Citizenship and Immigration Services
Administrative Appeals Office (AAO)
20 Massachusetts Ave., N.W., MS 2090
Washington, DC 20529-2090

U.S. Citizenship and Immigration Services

PUBLIC COPY

B5

[redacted]

DATE: JUN 2 2 2012 OFFICE: NEBRASKA SERVICE CENTER FILE: [redacted]

IN RE: Petitioner: [redacted]
Beneficiary:

PETITION: Immigrant Petition for Alien Worker as a Member of the Professions Holding an Advanced Degree or an Alien of Exceptional Ability Pursuant to Section 203(b)(2) of the Immigration and Nationality Act, 8 U.S.C. § 1153(b)(2)

ON BEHALF OF PETITIONER:

[redacted]

INSTRUCTIONS:

Enclosed please find the decision of the Administrative Appeals Office in your case. All of the documents related to this matter have been returned to the office that originally decided your case. Please be advised that any further inquiry that you might have concerning your case must be made to that office.

If you believe the AAO inappropriately applied the law in reaching its decision, or you have additional information that you wish to have considered, you may file a motion to reconsider or a motion to reopen in accordance with the instructions on Form I-290B, Notice of Appeal or Motion, with a fee of $630. The specific requirements for filing such a motion can be found at 8 C.F.R. § 103.5. **Do not file any motion directly with the AAO.** Please be aware that 8 C.F.R. § 103.5(a)(1)(i) requires any motion to be filed within 30 days of the decision that the motion seeks to reconsider or reopen.

Thank you,

Perry Rhew
Chief, Administrative Appeals Office

DISCUSSION: The Director, Nebraska Service Center, denied the employment-based immigrant visa petition. The petitioner subsequently filed a motion to reconsider that was also denied by the director. The matter is now before the Administrative Appeals Office (AAO) on appeal. The appeal will be dismissed.

The petitioner is a software products and services business. It seeks to employ the beneficiary permanently in the United States as a project manager pursuant to section 203(b)(2) of the Immigration and Nationality Act (the Act), 8 U.S.C. § 1153(b)(2). The petition is accompanied by ETA Form 9089, Application for Permanent Employment Certification, certified by the United States Department of Labor (the DOL).

The director determined that the ETA Form 9089 failed to demonstrate that the job requires a professional holding an advanced degree and, therefore, the beneficiary cannot be found qualified for classification as a member of the professions holding an advanced degree. 8 C.F.R. § 204.5(k)(4). Specifically, the ETA Form 9089 requires a bachelor's degree in computer science, engineering, or mathematics and 60 months of experience in the job offered or in one of the alternate occupations listed in Part H, Question 10-B. The petitioner noted in response to Part H, Question 8, that an alternate combination or education and experience would be acceptable. This alternate level of education is described in response to Question 8-A as "other" and, in 8-B, the petitioner indicates that it "will accept any suitable combination of education, experience, and trai[ning]." In response to Question 8-C, the petitioner noted that applicants do not need any work experience to fulfill the alternate combination of education and work experience indicated in Part H, Question 8.

The director concluded that the petitioner's response to Question 8 (alternate combination of education and work experience) lowered the minimum job requirements to below a bachelor's degree plus five years of progressive experience and, thus, disqualified the position for classification as one for an advanced degree professional.

On appeal, counsel describes the petitioner's response to Question 8 as "*Kellogg* language," which should not disqualify the position for the requested classification. Counsel argues that the regulation at 20 C.F.R. § 656.17(h)(4) compelled the inclusion of this language in the ETA Form 9089 and that U.S. Citizenship and Immigration Services (USCIS) should construe this language "as a regulatory requirement of the [DOL] regarding the use of language in a [Program Electronic Review Management (PERM)] form [which] does not detract from or defeat EB-2 eligibility." In support, counsel includes a copy of the minutes from a liaison meeting on April 12, 2007 between the Nebraska Service Center and the American Immigration Lawyers Association (AILA). Counsel claims that these minutes show that USCIS will interpret *Kellogg* language in ETA Forms 9089 to mean "any combination that is at least equal to or greater than the specific requirements on the form." Counsel concludes, therefore, the inclusion of the phrase "will accept any suitable combination of education, experience, and trai[ning]" in this case should not be interpreted as reducing the minimum requirements below a bachelor's degree and five years of work experience.

The record shows that the appeal is properly filed and timely. The procedural history in this case is documented by the record and incorporated into the decision. Further elaboration of the procedural history will be made only as necessary.

In pertinent part, section 203(b)(2) of the Act provides immigrant classification to members of the professions holding advanced degrees or their equivalent and whose services are sought by an employer in the United States. An advanced degree is a United States academic or professional degree or a foreign equivalent degree above the baccalaureate level. 8 C.F.R. § 204.5(k)(2). The regulation further states: "A United States baccalaureate degree or a foreign equivalent degree followed by at least five years of progressive experience in the specialty shall be considered the equivalent of a master's degree. If a doctoral degree is customarily required by the specialty, the alien must have a United States doctorate or a foreign equivalent degree." *Id.*

Here, the Form I-140 was filed on November 14, 2008. On Part 2.d. of the Form I-140, the petitioner indicated that it was filing the petition for a member of the professions holding an advanced degree or an alien of exceptional ability.

The AAO conducts appellate review on a *de novo* basis. *See Soltane v. DOJ*, 381 F.3d 143, 145 (3d Cir. 2004). The AAO considers all pertinent evidence in the record, including new evidence properly submitted upon appeal.

The regulation at 8 C.F.R. § 204.5(k)(4) states in pertinent part that "[t]he job offer portion of an individual labor certification, Schedule A application, or Pilot Program application must demonstrate that the job requires a professional holding an advanced degree or the equivalent of an alien of exceptional ability."

In this case, the job offer portion of the ETA Form 9089 is not consistent with the minimum requirements for classification as a professional holding an advanced degree, and the appeal will be dismissed.

By way of background, the regulation at 20 C.F.R. § 656.17(h)(4)(ii) states:

> If the alien beneficiary already is employed by the employer, and the alien does not meet the primary job requirements and only potentially qualifies for the job by virtue of the employer's alternative requirements, certification will be denied unless the application states that any suitable combination of education, training, or experience is acceptable.

This regulation was intended to incorporate the Board of Alien Labor Certification Appeals (BALCA) ruling in *Francis Kellogg*, 1994-INA-465 and 544, 1995-INA 68 (Feb. 2, 1998) (en banc), that "where the alien does not meet the primary job requirements, but only potentially qualifies for the job because the employer has chosen to list alternative job requirements, the employer's alternative requirements are unlawfully tailored to the alien's qualifications . . . unless the employer

has indicated that applicants with any suitable combination of education, training or experience are acceptable." The statement that an employer will accept applicants with "any suitable combination of education, training or experience" is commonly referred to as "*Kellogg* language."

Previously, the DOL was denying labor certification applications containing alternative requirements in Part H, Question 14, if the application did not contain the *Kellogg* language. However, two BALCA decisions have significantly weakened this requirement. In *Federal Insurance Co.*, 2008-PER-00037 (Feb. 20, 2009), BALCA held that the ETA Form 9089 failed to provide a reasonable means for an employer to include the *Kellogg* language on the labor certification. Therefore, BALCA concluded that the denial of the labor certification for failure to write the *Kellogg* language on the labor certification application violated due process. Also, in *Matter of Agma Systems LLC*, 2009-PER-00132 (BALCA Aug. 6, 2009), BALCA held that the requirement to include *Kellogg* language did not apply when the alternative requirements were "substantially equivalent" to the primary requirements.

Given the history of the *Kellogg* language requirement at 20 C.F.R. § 656.17(h)(4)(ii), the AAO does not generally interpret this phrase when included as a response to Part H, Question 14, to mean that the employer would accept lesser qualifications than the stated primary and alternative requirements on the labor certification. To do so would make the actual minimum requirements of the offered position impossible to discern, it would render largely meaningless the stated primary and alternative requirements of the offered position on the labor certification, and it would potentially make any labor certification with alternative requirements ineligible for classification as an advanced degree professional. In other words, the AAO does not consider the presence of *Kellogg* language in a labor certification to have any material affect on the interpretation of the minimum requirements of the job.

Consequently, in this case, the AAO does not agree that *Kellogg* language can be used to elevate an alternative set of job requirements, which are facially less than a bachelor's degree plus five years of progressive experience, to a level at least equal to the minimum requirements of the advanced degree professional category. Here, the petitioner specifically states in response to Part H, Questions 8-A and 8-C, that one can qualify for the job without a degree and without any work experience whatsoever. Although the petitioner inserted the *Kellogg* language in response to Question 8-B ("will accept any suitable combination of education, experience, and trai[ning]"), this language – as correctly noted by counsel – is interpreted to mean "any combination that is at least equal to or greater than the specific requirements on the form." However, the specific requirements articulated on the form are "other" educational requirements and zero years of experience, which are less than the minimum requirements for the advanced degree professional category. Accordingly, the presence of the *Kellogg* language in this case serves no purpose other than to illustrate that the alternate requirement of no (or "other") education and no work experience can be met through any suitable combination of education, experience, and training. Such a combination does not require a professional holding an advanced degree or the equivalent of an alien of exceptional ability, and the appeal must be dismissed. 8 C.F.R. § 204.5(k)(4).

The burden of proof in these proceedings rests solely with the petitioner. Section 291 of the Act, 8 U.S.C. § 1361. The petitioner has not met that burden.

ORDER: The appeal is dismissed.